



**American Federation of State, County, and Municipal Employees Local 2620, AFL-CIO**

555 Capitol Mall, Suite 1225, Sacramento, CA 95814  
916.441-0833 • 916.441.0842 fax

514 Shatto Place, Suite 215, Los Angeles, CA 90020  
213.388.9902 • 213.388.9921 fax

[www.afscme2620.org](http://www.afscme2620.org)

May 1, 2008

David Gilb, Director  
Department of Personnel Administration  
1515 S Street, Suite 400, North Building  
Sacramento, CA 95814-7243

Dear Mr. Gilb:

AFSCME, Bargaining Unit 19 respectfully submits its initial bargaining proposals pursuant to the applicable provisions of Government Code Section 3525. As requested, fifty copies will be made available for public review.

In addition to the enclosed proposals, AFSCME will be prepared to negotiate each and every provision to the memorandum of Understanding between and AFSCME and the State of California, which expires June 30, 2008.

Very truly yours,

*Pam Manwiller jdt*

Pam Manwiller  
Director of State Programs

cc: Nancy Swindell, President

c: sunshine proposal/opeiu3-afl-cio(256)jdt 4-21-08

## ***AFSCME Local 2620, Bargaining Unit 19***

### ***Initial Union Proposals for Inclusion in a Successor Agreement***

#### **Article 1 – Recognition**

The Union is willing to meet and confer in good faith with the State over all proposals in this area.

#### **Article 2 – Union Rights**

The Union is willing to meet and confer in good faith with the State over its proposals in this area. The Union also proposes to expand its rights and those of its representatives and Stewards.

#### **Article 3 – State Rights**

The Union is willing to meet and confer in good faith with the State over all proposals in this area.

#### **Article 4 – Supersession**

The Union is willing to meet and confer in good faith with the State over all proposals in this area.

#### **Article 5 – Grievance and Arbitration Procedure**

The Union is willing to meet and confer in good faith with the State over all proposals in this area.

#### **Article 6 – Hours of Work and Overtime**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union also proposes to improve the provisions related to hours of work, overtime, callback, standby, pharmacist voluntary shift assignment, alternate work schedules and voluntary reduced work time/job sharing, and to negotiate an on call agreement as well as other new ideas.

#### **Article 7 – Salaries**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. AFSCME, a bargaining unit of professional members, provide the state's health and social service programs and are crucial to their success. The Union will propose that our members be compensated with a fair and equitable wage commensurate to their colleagues with corresponding classifications and jurisdictions, and to cover cost of living increases. The Union also proposes to continue the effort begun during the current Agreement to bring Unit 19 salaries more into line with corresponding jurisdictions. . The Union also proposes to improve the

provisions related to recruitment and retention differentials, merit salary adjustments, general and special salary increases, shift differentials, bilingual differential pay, deferred compensation/401(k), overpayments and payroll errors, personal leave, the voluntary personal leave program, clinical supervision differential, and arduous pay, as well as other new ideas. The Union also proposes to improve the State's salary rules.

#### **Article 8 – Holidays**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union also proposes improving the provisions in this area including the crediting of holidays on days off and pay for holidays worked.

#### **Article 9 – Leaves**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union also proposes to improve the provisions related to vacation, sick leave, catastrophic leave, work and family transfer of leave credits, bereavement leave, jury duty, unpaid leaves of absence, pregnancy/parental leave, adoption leave, mentoring leave, the annual leave program, work and family participation, the Family Medical Leave Act, as well as other new ideas.

#### **Article 10 – Health and Welfare**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union also proposes to improve the provisions related to the employee cost of health, dental, and vision care. The Union also proposes to improve the provisions of the rural health care equity program, non-industrial disability insurance (vacation/sick leave program), enhanced non-industrial disability leave (annual leave program), industrial disability leave, enhanced industrial disability leave, the employee assistance program, and group legal service plan, in addition to other new ideas.

#### **Article 11 – Retirement Plan**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union proposes to improve the provisions related to employer-paid employee retirement contributions, 1959 survivors' benefits-fifth level, first tier eligibility for employees in second tier, the first tier retirement formula, the retirement formula for safety members, industrial retirement, the alternative pre-retirement death benefit, safety retirement for individual program coordinators in forensic settings, and retirement relief

#### **Article 12 – Allowances and Reimbursements**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union also proposes to improve the provisions related to business and travel expense, overtime meals, license renewal fees, commercial driver license, and activity supplies in addition to a number of new ideas.

**Article 13 – Health and Safety**

The Union is willing to meet and confer in good faith with the State over all proposals in this area and will submit proposals to enhance the safety of our members.

**Article 14 – Education and Training**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union also proposes to improve the provisions related to professional education and training and continuing education. Unit 19 is a unit of professional employees, and the maintenance and expansion of employees' knowledge and skills is a crucial element for success in the State's missions and goals.

**Article 15 – Personnel Activities**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union also proposes to improve the provisions related to adverse actions, disciplinary representation, out of class, classification changes, and unit assignment of new classifications, incompatible activities, performance appraisal, official departmental personnel files, transfers, reasonable accommodation, licensing, office space and training records. The union will also propose a defined time for the completion of investigations.

**Article 16 – Layoff and Displacement**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union also proposes to improve employee rights and protection in the areas of layoff and reemployment, and alternatives to layoff and displacement.

**Article 17 – Miscellaneous**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union also proposes to improve the provisions related to rehabilitation production goals, rental and utility rates, transportation incentives and parking rates, drug testing of commercial drive license holders, office space and professional judgment issues in addition to other new ideas.

**Article 18 – CONTRACTING OUT**

The Union is willing to meet and confer in good faith with the State over all proposals in this area.

**Article 19 – Term**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union proposes a term for the successor Agreement of sufficient length to ensure that we accomplish all of our goals.

### **New Proposals**

The Union is willing to meet and confer in good faith with the State over all proposals that may be within the scope of bargaining as defined in the Dills Act. The Union is also interested in seeking an enforceable agreement from the State that Unit 19 jobs will be performed by Unit 19 employees, and contracted out only when there is no other alternative, and then only for a period of time sufficient to hire Unit 19 employees to continue the work. The Union is interested in negotiating a number of new rights and benefits that may cover areas including but not limited to disability pay, professional licensure and registration, specialized pay provisions, paid time off, education and training, new leave provisions, additional safety measures, new protections for Unit 19 employees against unreasonable health care premium and cost increases, pay for work outside of normal work hours, and other specific issues identified by Union members.

### **Side Letters (1-6)**

The Union is willing to meet and confer in good faith with the State over all proposals in this area. The Union also proposes to include such additional side letters as may be necessary to memorialize all agreements between the parties.